DoD Pipeline Program

Creating opportunities for recovering employees

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DoD Pipeline Program

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- What is Pipeline?
- What Does it Provide?
- Three Tier Approach
- Who is Eligible?
- Project Status
- Statistics
- SHARE
- Strategic Alignment
- Strategic Human Capital Tool
- RTW Timeframes
- First Generation Employees
- Stakeholder Responsibilities

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What is Pipeline?

An initiative authorized by the Secretary of Defense to encourage return-to-work efforts for DoD civilian employees with job-related injuries.

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What Does it Provide?

✓Provides over hire and civilian pay authority necessary to reemploy partially recovered injured workers.

✓Addresses two basic issues that hinder reemployment:

- resource allocation
- funding

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Three Tier Approach

The DoD Pipeline Reemployment Program consists of action on three tiers:

- ✓ Reemployment Process
- ✓ Funding
- ✓ Oversight

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Reemployment Process

The reemployment process requires the cooperation of several levels within the organization:

- ✓ HRO/Commanders
- ✓ DoD Component Headquarters IC Program Administrators
- ✓ Injury Compensation Program Administrator (ICPA)
- ✓ Human Resource Professionals
- ✓ Installation Supervisors
- ✓ Recovering Employee

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Funding

Funding is held and managed by the CPMS Business Management Division and is based on the salary and benefits of each FTE.

The salary portion of Pipeline funding covers:

- ✓Worked hour
- ✓Locality, differential, and Sunday pay
- ✓Within Grade Increases (WIGI)
- ✓COLA

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Oversight

Oversight of this Program is accomplished at the Civilian Personnel Policy (CPP) level, utilizing the resources of the Civilian Personnel Management Service (CPMS), Injury & Unemployment Compensation (ICUC) Division to:

- ✓Implement Policy
- ✓Provide Guidance
- ✓Develop and Monitor Performance Metrics

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Who Is Eligible?

- ✓ Employee with an adjudicated claim
- ✓ Employee terminated from rolls and in receipt of compensation
- ✓ Employee accommodated in a light duty status and whose agency can no longer accommodate
- ✓ Those who have moved out of the area
- ✓ Those who have reached maximum medical improvement and who will never be able to perform the DOI job

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Project Status

Return to Work

FY05 **resulted in** $121. million **in potential cost avoidance**

FY06 **resulted in** $160. million **in potential cost avoidance**

FY07 **may result in** $36. million **in potential cost avoidance**

Termination of Compensation

FY05 **resulted in** $16.6 million **in potential cost avoidance**

FY06 **resulted in** $11. million **in potential cost avoidance**

FY07 **may result in** $18. million **in potential cost avoidance**

Total Results Year to Date **equals to** $363. million **in potential cost avoidance**

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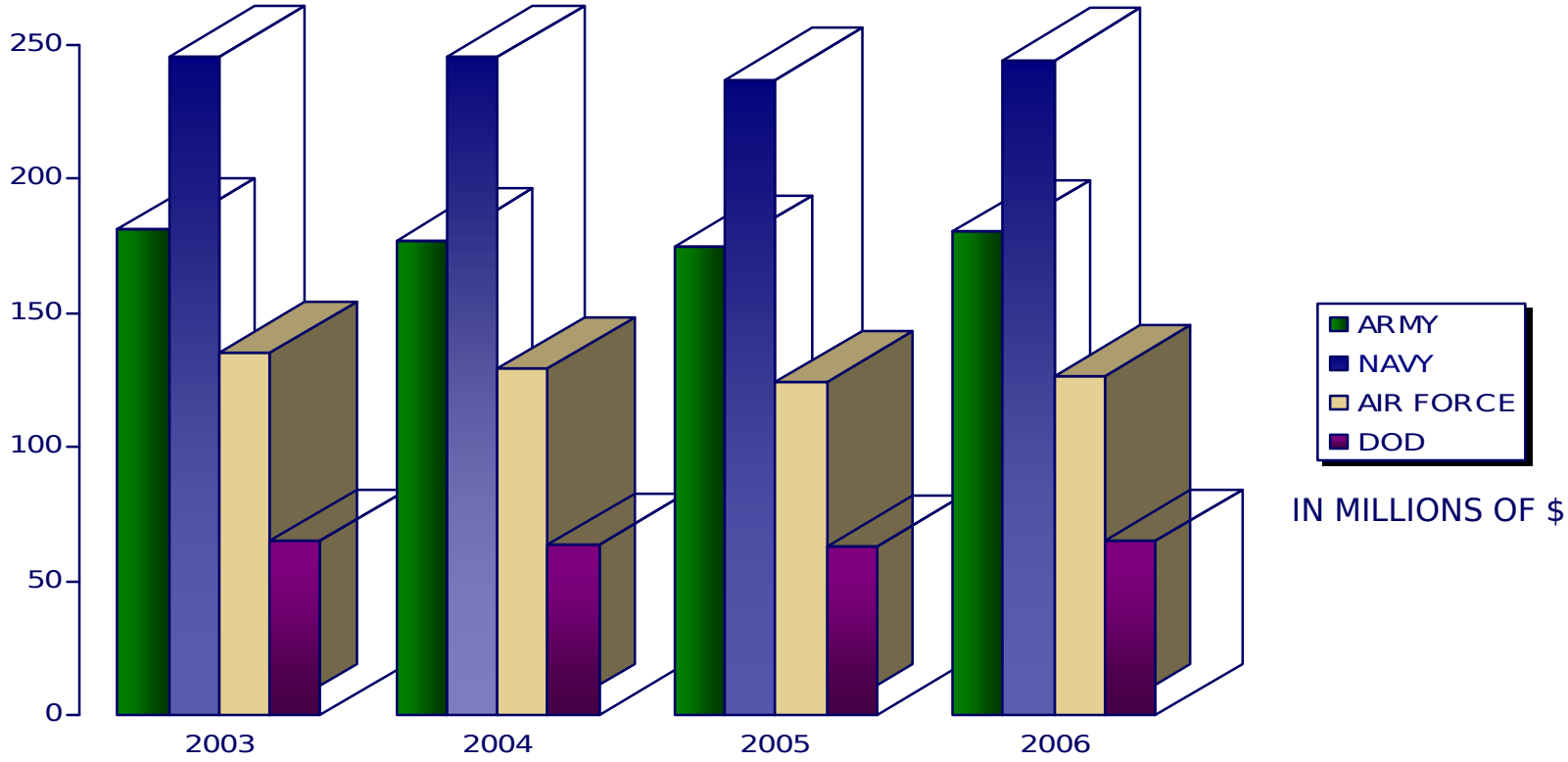
COMPONENT CHARGEBACK COST



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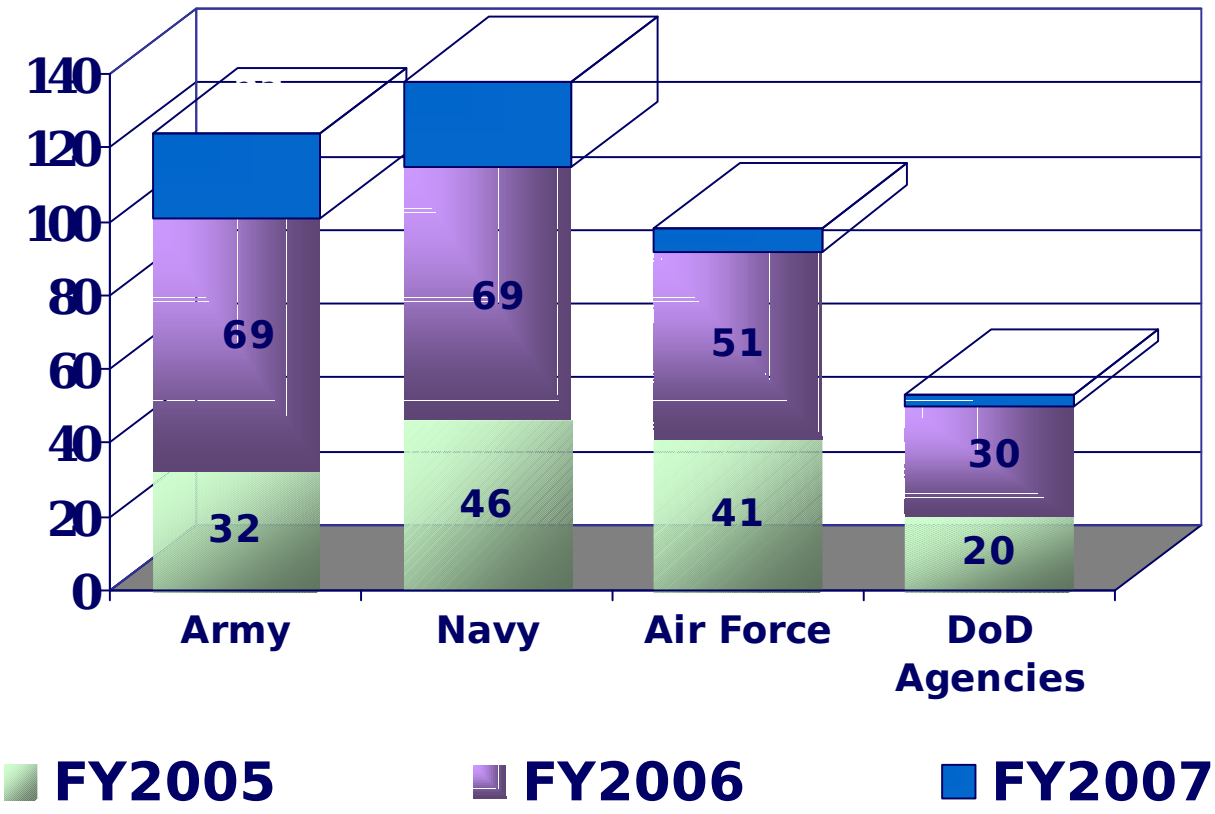
WE NEED YOUR HELP TO CONTINUE THE SUCCESS - 413 RTW TODATE!



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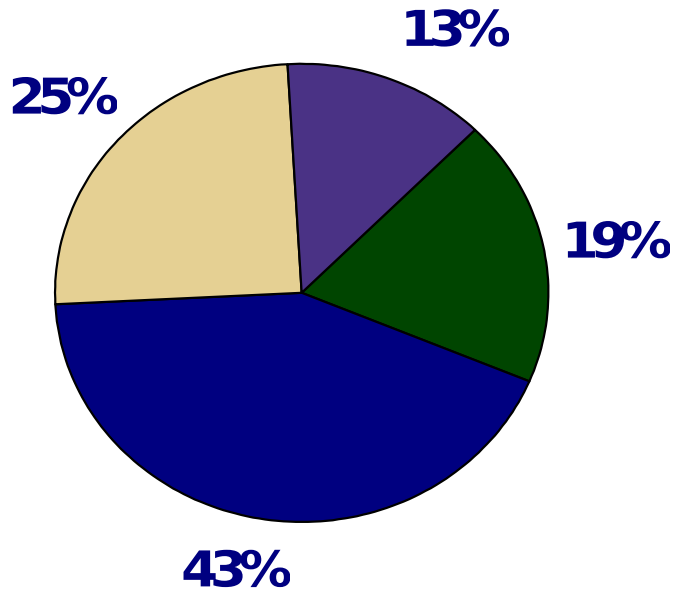
FECA COMPENSATION
POTENTIAL COST AVOIDANCE FY 05



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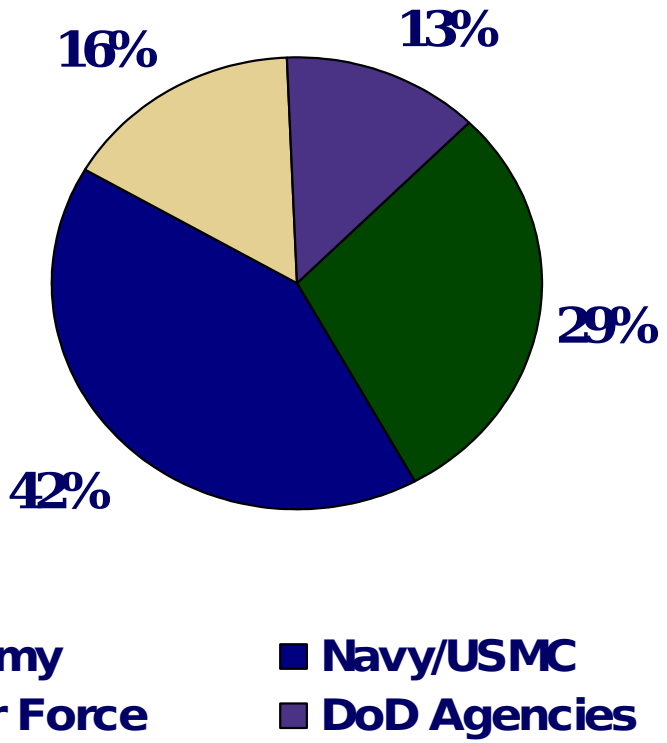
FECA COMPENSATION
POTENTIAL COST AVOIDANCE FY 06



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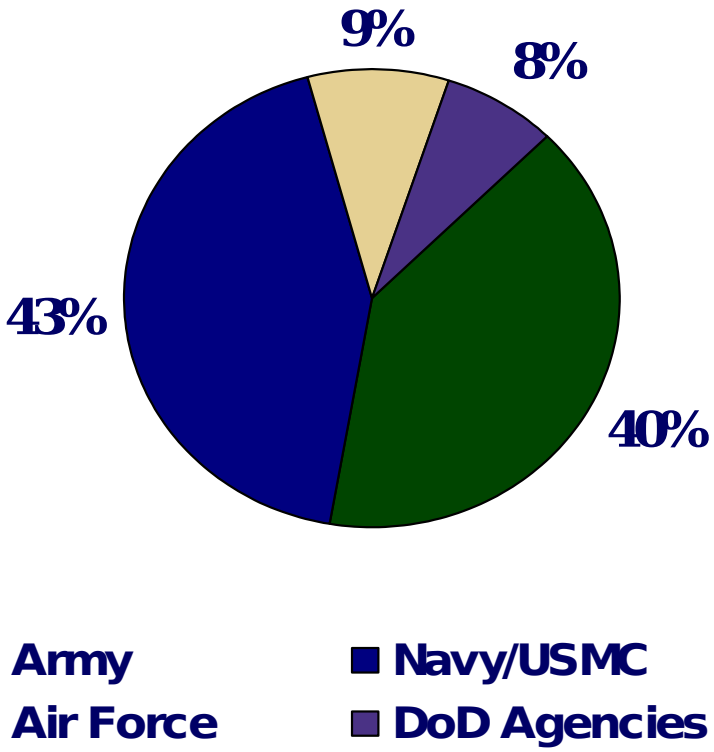
FECA COMPENSATION
POTENTIAL COST AVOIDANCE FY 07



ARMY
$15.2M
NAVY/USMC
$16.2M
AIR FORCE
$3.4M
DOD AGENCIES
$2.8M

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SHARE - PRP the success story continues!

President Bush's Safety, Health and Return-to-Employment (SHARE) initiative has been extended through **FY2009**.

The PRP is a tool which contributes to DoD's accomplishments by assisting installations in reducing lost days resulting from workplace injuries and illnesses.

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Strategic Alignment

Direct correlation with DoD's Civilian Human Resources Strategic Plan:

- ✓ Promote and sustain a richly diverse workforce
- ✓ Invest in human capital
- ✓ Promote quality of work-life

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Strategic Human Capital Tool

- ✓ Obtain current medical
- ✓ Cause employees to choose retirement v. comp
- ✓ Get individuals back to work that can work
- ✓ Get earnings determinations done
- ✓ Use of agency vested skill and training

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RTW Timeframe – *(*Potentially A 3 Month Process)

- ✓ 30 days for job identification & classification
- ✓ 15 days for claimant to accept position
- ✓ OWCP allows 30 days to substantiate refusal of suitable position
- ✓ OWCP provides 15 day notice for compensation termination for refusal
- ✓ OWCP may require further development of medical aspect of case before suitability determination can be made

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First Generation Pipeline Candidates

To date **201** Pipeline employees have enjoyed 365 days of employment and have been reintegrated into workforce either in their date of injury positions or under a different classified position their permanent medical restrictions accommodate.

- ✓First Year Comp Savings = $4.7 million
- ✓Potential Cost Avoidance over life time = $141. million

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Stakeholder Responsibilities

HQ Injury Compensation Program Administrators

- ✓Obtain commitment from senior leadership to support the program
- ✓Communicate and train installation commanders in the Program's processes

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Stakeholder Responsibilities

Field Commanders

✓ Lead, support and implement the Program, and re-employ injured workers within their installations

✓ Ensure appropriate communication and training are provided to installation managers and supervisors in the Program's processes

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Stakeholder Responsibilities

Injury Compensation Program Administrator (ICPA)

- ✓ Identify partially recovered employees through review of medical documentation
- ✓ Request positions from supervisors and managers
- ✓ Coordinate with OWCP Nurse Intervention (when assigned) to assist in position design
- ✓ Coordinate with OSHA as necessary to assist in position design based on treating physician restrictions (unless OWCP Nurse Intervention is assigned.)
- ✓ Coordinate with OWCP Rehabilitation Counselors (when assigned) to assist in position design

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Stakeholder Responsibilities

Injury Compensation Program Administrator (ICPA)

- ✓ Prepare a valid job offer to employee once position details are receiv
- ✓ Offer the position to the employee in writing (a verbal offer is appropriate only when followed up with a written offer)
- ✓ Send a copy of the job offer to the injured employee's treating physician, and the OWCP claims examiner
- ✓ Report on a quarterly basis, the status of each employee funded through the Program who meets or exceeds 90 continuous days of productive activity, either in the light duty assignment or progressive assignments to a full duty position

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Stakeholder Responsibilities

Installations Supervisors

- ✓Coordinate with ICPAs to identify productive duty
- ✓Coordinate with other supervisors and managers within and outside the installation to build a list of potential duties from which light duty job offers are established
- ✓Make every attempt to minimize any disruption to the employee when identifying potential light duties
- ✓Maintaining a safe and healthy work environment for all employees

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Installations can do more by….

- ✓Offering light duty or rehabilitation positions
- ✓Offering permanent jobs to injured workers
- ✓Absorb PCS costs for relocation
- ✓Separating job-related reemployment requirements from non-job-related reasonable accommodation requests (OPM & FECA obligations vs. Reasonable Accommodation for partially disabled employees)

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Q & A Session

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